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ABSTRACT

A study was conducted at William Rainey Harper College (WRHC) to determine the feasibility of establishing a new human services program with respect to employment potential and student demand for the program. A total of 113 youth service, residential care, community and family service organizations in the area were surveyed to establish a minimum level of support for the new program. Findings, based on responses from 27 organizations, included the following: (1) employment demands and the educational needs of current human services employees could support an enrollment of 8 full-time and 33 part-time students per semester in the proposed program; (2) sufficient observational and internship sites were available; and (3) respondents evidenced interest in serving on advisory committees and as guest lecturers, in becoming involved in shaping the curriculum, and in a professional development program consisting of human services non-credit seminars and workshops for current employees. Study conclusions indicate sufficient justification to establish the new program at the recommended enrollment levels. Appendices include the survey instrument, lists of employers and organizations that would hire graduates or provide facilities, and respondents' suggestions regarding the new program and its curriculum. (Author/HB)

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William Rainey Harper College

FEASIBILITY STUDY FOR THE ESTABLISHMENT OF A HUMAN SERVICES PROGRAM

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JC 820 304

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ABSTRACT

THE PURPOSE OF THIS STUDY WAS TO DETERMINE IF IT WOULD BE FEASIBLE TO ESTABLISH A NEW HUMAN SERVICES PROGRAM AT HARPER COLLEGE. SOME 113 YOUTH SERVICE, RESIDENTIAL CARE, COMMUNITY AND FAMILY SERVICE ORGANIZATIONS IN AND AROUND THE NORTHWEST SUBURBS WERE SURVEYED BY MAIL. AFTER APPROPRIATE FOLLOW-UP PROCEDURES WERE COMPLETED, 27 ORGANIZATIONS RESPONDED. THESE RESPONSES WERE THEN USED TO DETERMINE A CONSERVATIVE MINIMUM LEVEL OF SUPPORT FOR THE PROPOSED NEW PROGRAM.

RESULTS OF THE FEASIBILITY STUDY INDICATE THAT EMPLOYMENT DEMANDS AND THE EDUCATIONAL NEEDS OF EXISTING EMPLOYEES CAN SUPPORT AN ENROLLMENT OF EIGHT TO NINE FULL-TIME STUDENTS AND 33 PART-TIME STUDENTS (21.5 FTE) PER SEMESTER IN THE PROPOSED NEW HUMAN SERVICES PROGRAM. THERE ARE MORE THAN ENOUGH OBSERVATIONAL AND INTERNSHIP SITES AVAILABLE AND THERE WOULD BE CONSIDERABLE SUPPORT FROM POTENTIAL EMPLOYERS FOR SERVICE ON ADVISORY COMMITTEES AND AS GUEST LECTURERS. RESPONDENTS ALSO DEMONSTRATED MUCH INTEREST IN BECOMING INVOLVED IN THE PROCESS OF SHAPING THE CURRICULUM. IN ADDITION, THERE IS CONSIDERABLE INTEREST IN A PROFESSIONAL DEVELOPMENT PROGRAM CONSISTING OF HUMAN SERVICES NON-CREDIT SEMINARS AND WORKSHOPS FOR EXISTING STAFF. THUS IT MUST BE CONCLUDED THERE IS SUFFICIENT JUSTIFICATION TO ESTABLISH A NEW HUMAN SERVICES PROGRAM AT THE RECOMMENDED ENROLLMENT LEVELS.

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Purpose

The purpose of this study was to determine if it would be feasible to establish a new Human Services Program. This would include determining if there would be adequate employment opportunities for its graduates and determining if there would be sufficient demand by potential students for the program. The study was requested by the Life Science and Human Services Division which will organize this program.

Population Surveyed

Within the Northwest suburbs and surrounding area, 113 organizations were identified. These included youth service centers, residential care centers, community and family service centers and homes for the aged. After two mailings and a telephone reminder 27 organizations responded, which is a 24 percent return rate. While this may seem like a low response rate, the conclusions drawn from this data are very conservative and assume only the respondents would have any interest in the proposed new program. Therefore, if these few respondents can by themselves justify the program, then the program is justified.

Methodology

The survey instrument shown in the appendix was developed jointly by the Coordinator of Child Development, the Associate Dean of the Life Science and Human Services Division and the Office of Planning and Institutional Research. This survey form and a description of the proposed program in Human Services was mailed to all 113 organizations in the target population. After three weeks a second mailing was conducted among all non-respondents. After another three weeks those still not responding were reminded by a telephone call.

Discussion of Results

Eight organizations indicated they would be interested in hiring 21 associate degree graduates of the proposed program in Human Services at Harper College. In addition, 12 organizations said they would recommend that 58 of their employees enroll in several courses from the proposed program and nine organizations stated they would recommend that 27 of their employees enroll with the intent of completing the associate degree requirements. If this demand was assumed to last for a period of five years, then there would be sufficient support for an enrollment of eight to nine full-time and 33 part-time students per semester. This would amount to a semester FTE of 21.5.

The associate degree graduates from the program who would be hired as new employees could expect a starting salary around $11,000 to $12,000 per year. While this salary is a little below the average salary commanded by new graduates of all career programs at Harper it should be adequate to attract eight to nine full-time students per semester. In addition, their job titles would range from aides to workers, therapists or directors in such areas as youth programming, social services, education, residential care, counseling, rehabilitation, programming, and volunteer worker coordination.

Opportunities for observation and internship sites were offered by 16 organizations. These 16 organizations could provide up to 40 internships per semester which is far more than sufficient to meet the program demands. Job duties for internships are varied and in areas similar to starting job opportunities previously discussed. A complete list of internship job opportunities is shown in the detailed results section.

Nineteen of the respondents offered specific suggestions for the proposed curriculum in Human Services. These suggestions are listed in the appendix. In addition, there were nine suggested names for an advisory committee and 20 suggested names for guest lecturers for the proposed program, also listed in the appendix.

Finally 15 of the organizations were interested in a continuing professional development program for their staff as a spin-off from this new Human Services Program. A number of suggested topics for such seminars and workshops is shown in the appendix.

Major Conclusions

Results of the feasibility study indicate that employment demands and the educational needs of existing employees can support an enrollment of eight to nine full-time students and 33 part-time students (21.5 FTE) per semester in the proposed new Human Services Program. There are more than enough observational and internship sites available and there would be considerable support from potential employers for service on advisory committees and as guest lecturers. Respondents also demonstrated much interest in becoming involved in the process of shaping the curriculum. In addition, there is considerable interest in a professional development program consisting of Human Services non-credit seminars and workshops for existing staff. Thus it must be concluded there is sufficient justification to establish a new Human Services program at the recommended enrollment levels.

DETAILED RESULTS

SURVEY OF NEED FOR ACADEMIC PROGRAM IN HUMAN SERVICES

Potential Enrollment in Program as Determined by Employment Needs	Graduates of Proposed Program Who Would be Hired as New Employees	Current Employees Who Would be Encouraged to Enroll in Proposed Human Services Program for: A Few Specific Courses	An Associate Degree
Number of students	18 employed full-time 3 employed part-time	58	27
Number of employers	8	12	9

Assume conservatively that only survey respondents would hire graduates or send employees to program. Also, assume this employment demand and employee educational need will be spread out over a five year period.

Thus from the above table over a five year period the following numbers of students would be enrolled:

21 - Full-time students to be hired as new employees upon completion of an associate degree (this equates to eight to nine full-time students per semester).

27 - Part-time students completing an associate degree (this equates to 27 part-time students per semester).

58 - Part-time students taking only two courses each (this equates to six part-time students per semester).

Thus each semester this program could support eight to nine full-time students and 33 part-time students for a semester FTE of 21.5

Opportunities for Graduates of Proposed Program

Proposed Starting Salaries for Harper Graduates in Human Services Program as Reported by 11 Potential Employers

$7,192
$8,500
$9,360
$10,500
$11,000
$11,400
$11,500
$11,500
$13,000
$13,980
$14,500

Median salary $11,400
Mean salary $11,130

This compares to a survey among all Harper career alumni of starting salaries :

Median $13,435
Mean $14,292

Starting Job Titles

Assistant in Youth Ministry - Youth Worker - Child Care Service Worker II.

Social Services Director, Social Services Coordinator, Social Worker I, Social Services Designee, Direct Service Aide, Social Services Caseworker.

Homemaker Outreach, Field Representative.

Instructor, Instructional Aide, Teacher's Aide.

Floor Supervisor, Residential Trainee, Residential Counselor.

Level I Counselor, Placement Specialist, Vocational Counselor.

Volunteer Coordinator, Director of Volunteer Services for area.

Program Assistant, Activity Coordinator.

Activity Therapist, Rehabilitation Group Worker.

Observational and Internship Opportunities for Program

Number of employers who could provide observational sites for students in proposed new program. (names of such employers are listed in appendix)	16 definite 1 maybe
Number of employers who could provide internship sites for students in proposed new program (names of such employers are listed in appendix)	16 definite 1 maybe
Number of students who could be accommodated each semester at these 16 internship sites	at least 40

Even if every student took the internship the maximum student load in any one semester would be only 12 (if internship is offered each semester).

Even if internship is offered only once per year maximum student load would be only 24

Thus observational and internship sites available are more than adequate.

Possible Job Duties Performed in Internship Would be as Follows:

A limited amount of participation in youth program, mostly observation at level of staff development and then follow up observing implementation. In parish services program observation and assisting in coordination of existing social services programs and some direct participation in people contact.

Inquiry taking prior to nursing home placement; social history; personal interest evaluations, discharge planning, specialized planning for individual resident quality of life development.

Client work supervision, doing instruction in daily living skills, supervising recreation.

Possible Job Duties Performed in
Internship Would be as Follows: (continued)

Work on coordination of a specific fund raising event.

Interns could assist in learning intake and information/referral. Also, in making home visits to older persons to provide assessment and services. Interns could be included in group work activities for seniors with the Activity Therapist.

Working under the direct supervision of TMH and MH. Assist with self help, vocational environmental awareness, fundamental movement.

Youth programmer, aquatics fitness.

Dropin, group work, outdoor program.

Assist and train program participants to perform funccional skills.

Working one on one with a troubled teen, learning how to recruit, train and supervise volunteers to do the same.

Assisting new aged residents to feel at home in our long term care facility, assisting social services staff in acting as a liaison between family and staff, planning recreational/social activities for elderly, and maintaining case records.

Assist Child Care staff in their full range of duties.

Paperwork, filing, phone answering, transportation, and helping workers write up interviews.

Nursing, Social Service, Activity Department, and Food Service.

Telephone interviewing, providing resource information to community residents, researching area social service alternatives; participating in various community organizing or educating projects.

Counseling and instruction.

Reaction to Curriculum

There were 19 different suggestions given to the proposed curriculum. These suggestions are listed in the appendix.

Employer Resources Available for Proposed Program

There were nine persons suggested to serve on an advisory committee and 20 suggested to serve as guest lecturers for the proposed new program. These names are listed in the appendix.

Need for Continuing Professional Development

A total of 15 employers indicated there was a need for continuing professional development for their staff through non-credit seminars and workshops. In addition, all 15 of these employers suggested topics for these seminars and workshops, as listed in the appendix.

APPENDIX

William Rainey Harper College
Algonquin and Roselle Roads
Palatine, Illinois 60067
312-397-3000

The Human Services concept is one that is growing at a fast pace throughout the system of higher education in the United States, particularly at the community college level. Harper is currently engaged in exploring the feasibility of such a program on our campus. As presently conceived, the program will be organized as a core of interdisciplinary courses designed to prepare individuals to work in fields related to the service and care of target populations with special needs. Students may take a general program or specialize in one service area, such as child care, youth services, gerontology or family and community service. The graduate of the program will receive a diploma identifying him/her as a human services major and if the student has specialized, the area of specialization will be designated. Although this is basically a career program, it shall also serve as a preparatory step in a long term educational plan for those students who elect to continue their professional growth through further education. The program may also serve people already working in the human service field who need to upgrade their skills, or acquire course credits for certification.

Our curriculum is divided into four segments:

1. Courses required by the College as part of the general education core.
2. Courses designated as "core" courses which provide the background knowledge and understanding necessary to a person working in any human services area.
3. Specialized courses dealing with skills and methods needed to work with a particular target population.
4. Field experience or a practicum, where the student has an opportunity to try out, in a work setting, the skills learned in the classroom.

Faculty for specialized courses will be drawn from the field. Not only do these professionals have fresh case material to offer, but they will be important contacts for our students.

We believe that the Human Services program will be an important addition to the College. It will provide the community with well trained middle-level workers in a field which is presently suffering from increased need and reduced funding. It will provide students with the opportunity to tailor-make their college program to meet particular vocational goals.

We are asking you, as professionals in the field at potential training sites, as well as potential employers of our graduates, to react to our program. We welcome suggestions, criticisms and comments. We would hope that, should this program become a reality, your agency will participate actively in its realization and its growth. We have found that by remaining in close contact with community professionals in all of our career programs, the programs evolve to meet the real needs of the community, instead of becoming rigidified in academe.

We are enclosing for your perusal a projected program for the two year degree and a list of required and elective courses.

Your response to this program will be greatly appreciated. It is a lengthy and complex task to monitor a new program through the state, so we would appreciate as early a response as possible, so we may move on to the next step. Please complete the enclosed questionnaire and return it to us in the enclosed envelope. Thank you for your cooperation.

Sincerely yours,

Mitzie Eisen, PhD.

Mitzie Eisen, PhD.

SURVEY OF NEED FOR ACADEMIC PROGRAM IN HUMAN SERVICES

1. After examining the proposed curriculum in Human Services, do you have any suggestions for modifications or additions to the program? (Specify)_____

_____

_____

_____

_____

_____

2. If Harper had this proposed Human Services Program now, how many graduates (associate degree) would you likely hire within the next year?_____

3. What would the range of starting salaries be?_____

4. What would the typical job titles be? _____

_____

5. Among your existing employees, how many would you recommend enroll in this proposed Harper Human Services Program for the following purposes:

	Number you would recommend
To enroll in a few specific courses	_____
To enroll with the intent of earning an associate degree	_____

6. Could you provide observation-participation sites at your institution for students in this proposed program?

Yes _____ No _____

7. Could you provide internship sites at your institution for students in this proposed program?

Yes _____ No _____

If so, how many students could you accept for any one semester? _____

Describe some of their basic job duties_____

_____

_____

_____

8. If anyone in your organization would be interested in serving on a Task Force Advisory Committee for this proposed Human Services Program at Harper, please give us their name and title.

Name _____

Position title _____

9. If anyone in your organization would be interested in serving as a guest speaker in this proposed Human Services Program at Harper, please give us their name and title.

Name _____

Position title _____

10. Among your existing employees in Human Services is there a need for continuing professional development through non-credit seminars and workshops?

Yes _____

No _____

If yes, list the topics of such workshops or seminars which you would be interested in having Harper organize and schedule.

Workshops or Topics

_____

_____

_____

_____

_____

PROPOSED PROGRAM for degree in Human Services (HSA = Human Service Associate) with the option of specializing in the following areas: Gerontology, Youth Services, Family and Community Services, Child Care and Residential Care.

FIRST YEAR

First Semester

ENG 101 - Composition.....3
PSY 101 - Intro. to Psychology.....3
CCA 102 - Human Development I.....3
or
PSY 216 - Child Psychology.....3
CCA 225 - Mental Health.....3
*HSA 101 - Survey of Human Services...3
Humanities Elective.....3
18

FIRST YEAR

Second Semester

ENG 102 - Composition.....3
SOC 101 - Intro. to Sociology.....3
CCA 103 - Human Development II....3
or
PSY 217 - Adolescent Psychology...3
*HSA 102 - Principles of Human Services.....3
SPE 115 - Interviewing.....1
Math or Science Elective.....3
16

SECOND YEAR

First Semester

*HSA 202 - Group Process in Therapeutic Settings.....3
Select from courses in Specialty Group.....9
General Elective.....3
15

SECOND YEAR

Second Semester

Select from courses in Specialty Group.....9-12
Practicum.....5
14-17

Total 63-66 hours

The student may select courses based on special interest as suggested below, or any courses in the general suggestion list that meet specific vocational goals.

I. GERONTOLOGY

PSY 218 - Psychology of Adulthood and Aging
PED 270 - Community Health
PHI 210 - Death and Dying
SOC 205 - Social Problems
DIT 101 - Basic Nutrition
SOC 214 - Intro. to Social Psychology
CCA 210 - Creative Activities

*New course offered

YOUTH SERVICES

PED 270 - Community Health
PED 205 - Drugs in Our Culture or CRJ 207 - Vice and Drug Control
PED 207 - Human Sexuality
CCA 252 - Child-Family-Community or SOC 205 - Social Problems
CRJ 205 - Juvenile Delinquency
LTE 220 - Community Law
PSY 230 - Psychology of Adjustment

FAMILY AND COMMUNITY SERVICES

LTE 105 - Family Law
LTE 220 - Community Law
PED 270 - Community Health
SOC 120 - The Family in Contemporary Society or CCA 252 - Child- Family-Community
SOC 210 - Social Institutions
CCA 219 - Psychology of Exceptional Children
PHI 210 - Death and Dying
DIT 101 - Basic Nutrition

RESIDENTIAL CARE COUNSELOR

CCA 219 - Psychology of the Exceptional Child
CCA 210 - Creative Activities
DIT 101 - Basic Nutrition
PSY 220 - Biological Basis of Behavior
PSY 230 - Psychology of Adjustment
REC 200 - Leisure, Its Uses and Resources or REC 204 - Intro. to Therapeutic Recreation
PED 205 - Drugs in Our Culture
PED 207 - Human Sexuality
HSA 210 - The Retarded Adult

CHILD DEVELOPMENT (Regular Program)

Additional courses which may be taken as part of a general Human Services Program, or in lieu of listed courses, with faculty approval, include:

PHI 180 - Medical Ethics
BIO 135 - Introduction to Human Anatomy and Physiology
BIO 136 - Introduction to Human Disease
BIO 160 - Human Anatomy
BIO 161 - Human Physiology
BIO 122 - Heredity, Evolution and Culture
ECO 115 - Consumer Economics
HSC 110 - Emergency Medical Technician Training
HSC 220 - Health, Nutrition and Safety

List of Employers Who Would Hire Harper
Graduates of the Human Services Program

OLW Young Peoples Club
432 W. Park
Arlington Heights, Illinois 60005

Lambs, Inc.
Rt. 176 and Interstate 94
Libertyville, Illinois 60048

Kirk Corporation
520 S. Plum Grove Road
Palatine, Illinois 60067

Clearbrook Center
3201 Campbell
Rolling Meadows, Illinois 60008

Elk Grove/Schaumburg Township Mental Health Center
1155 Tower Road
Schaumburg, Illinois 60195

Spectrum Vocational Services
2302 Wisconsin
Downers Grove, Illinois 60515

Applewood Manor Convalescent Center
275 Army Trail Road
Bloomingdale, Illinois 60108

1 unknown organizations

List of Employers Who Might Hire Harper
Graduates of the Human Services Program

The Bridge Youth Services
434½ E. Northwest Hwy
Palatine, Illinois 60067

Herrick House
1 W. Bartlett Road
Bartlett, Illinois 60103

List of Employers Who Would Recommend That Some
of Their Employees Enroll in the Human Services Program

OLW Young Peoples Club
432 W. Park
Arlington Heights, Illinois 60005

Village of Hoffman Estates Youth Services
640 E. Illinois Blvd.
Hoffman Estates, Illinois 60194

The Bridge Youth Services
434½ E. Northwest Hwy
Palatine, Illinois 60067

List of Employers Who Would Recommend That Some of
Their Employees Enroll in the Human Services Program (continued)

Kirk Corporation
520 S. Plum Grove Road
Palatine, Illinois 60067

Lambs, Inc.
Rt. 176 and Interstate 94
Libertyville, Illinois 60048

Clearbrook Center
3201 Campbell
Rolling Meadows, Illinois 60008

Elk Grove/Schaumburg Township Mental Health Center
1155 Tower Road
Schaumburg, Illinois 60195

Spectrum Vocational Services
2302 Wisconsin
Downers Grove, Illinois 60515

Bloomingdale Pavilion Convalescent and Nursing Center
311 Edgewater Drive
Bloomingdale, Illinois 60108

2 unknown organizations

List of Employers Who Might Recommend That Some of
Their Employees Enroll in the Human Services Program

Herrick House
1 W. Bartlett Road
Bartlett, Illinois 60103

List of Organizations Which Would Provide Observational
Sites for the Human Services Program

OLW Young Peoples Club
432 W. Park
Arlington Heights, Illinois 60005

Youth Services of Elk Grove Township
110 E. Northwest Hwy
Mt. Prospect, Illinois 60056

Village of Hoffman Estates Youth Services
640 E. Illinois Blvd.
Hoffman Estates, Illinois 60194

The Bridge Youth Services
434½ E. Northwest Hwy
Palatine, Illinois 60067

List of Organizations Which Would Provide Observational Sites for the Human Services Program (continued)

YMCA
49 N. Lambert Ave
Glen Ellyn, Illinois 60137

Herrick House
1 W. Bartlett Road
Bartlett, Illinois 60103

Kirk Corporation
520 S. Plum Grove Road
Palatine, Illinois 60067

Clearbrook Center
3201 Campbell
Rolling Meadows, Illinois 60008

Elk Grove/Schaumburg Township Mental Health Center
1155 Tower Road
Schaumburg, Illinois 60195

Spectrum Vocational Services
2302 Wisconsin
Downers Grove, Illinois 60515

Bloomingdale Pavilion Convalescent and Nursing Center
311 Edgewater Drive
Bloomingdale, Illinois 60108

Applewood Manor Convalescent Center
275 Army Trail Road
Bloomingdale, Illinois 60108

Resurrection Nursing Pavilion
1001 N. Greenwood Avenue
Park Ridge, Illinois 60068

2 unknown organizations

Lambs, Inc.
Rt. 176 and Interstate 94
Libertyville, Illinois 60048

List of Organizations Which Might Provide Observational Sites for the Human Services Program

State of Illinois
Department of Children and Family Services
219 S. Naperville Road
Wheaton, Illinois 60187

List of Organizations Which Would Provide Internship Sites for the Human Services Program

OLW Young Peoples Club
432 W. Park
Arlington Heights, Illinois 60005

Village of Hoffman Estates Youth Services
640 E. Illinois Blvd.
Hoffman Estates, Illinois 60194

The Bridge Youth Services
434½ E. Northwest Hwy
Palatine, Illinois 60067

YMCA
49 N. Lambert Avenue
Glen Ellyn, Illinois 60137

Herrick House
1 W. Bartlett Road
Bartlett, Illinois 60103

Kirk Corporation
520 S. Plum Grove Road
Palatine, Illinois 60067

Clearbrook Center
3201 Campbell
Rolling Meadows, Illinois 60008

Elk Grove/Schaumburg Township Mental Health Health Center
1155 Tower Road
Schaumburg, Illinois 60195

National Foundation March of Dimes
925 E. Rand Road
Arlington Heights, Illinois 60004

Spectrum Vocational Services
2302 Wisconsin
Downers Grove, Illinois 60515

Bloomingdale Pavilion Convalescent and Nursing Center
311 Edgewater Drive
Bloomingdale, Illinois 60108

Applewood Manor Convalescent Center
275 Army Trail Road
Bloomingdale, Illinois 60108

List of Organizations Which Would Provide Internship Sites for the Human Services Program (continued)

Resurrection Nursing Center
1001 N. Greenwood Avenue
Park Ridge, Illinois 60068

Lambs, Inc.
Rt. 176 and Interstate 94
Libertyville, Illinois 60048

2 unknown organizations

List of Organizations Which Might Provide Internship Sites for the Human Services Program

State of Illinois
Department of Children and Family Services
219 S. Naperville Road
Wheaton, Illinois 60187

Suggestions for the Human Services Curriculum

Could increase the number of family courses.

In gerontology - some courses on Health Care institutions - on the problem as well as advantages to institutional care. In youth services - add a course in the psychology of small groups; of use would be something on life planning and work goals.

Perhaps some additional courses or sectors may be added incorporating the job duties.

Add legal rights - right to confidentiality, employment rights of handicapped and social service workers' liability for their actions and those of clients. Also add behavior modification - principles and application. Most people expect to make more in social services. Please give realistic vocational information.

It might be beneficial to focus training on Child Care staff, for instance, to work at residential or group care agencies.

Call the program a training for Direct Care. Too high a level of employment potential is being promised for an associate degree as there are numbers of M.S.W.'s who cannot get employment in the social services. Students should be encouraged to train for "personal attendant" care, aides in nursing homes or hospitals, child care workers in residential programs. Do not promise that such a training course is preparatory for B.A. or M.S. as I doubt many schools of S.W. would accept it. Direct Care workers are needed in private homes to help isolated disabled persons.

I would strongly suggest a course in business skills and oral communication.

Gerontology sequence seems to be very general in scope and not specific to the last phase of life.

Program appears fairly well rounded - unable to make further suggestions without knowing content of these courses.

Should have some introduction to budgeting and general knowledge of understanding financial reports.

The courses appear to be quite well thought out. The process of how they are taught, is of course, more important than the content.

Understanding Child Abuse - how the parents get caught in the cycle and how the children are affected. Understanding of the political elements in a community-based agency - how politics affect funding and programs.

I would recommend a course on physical handicapping conditions, i.e. cerebral palsy, amputation, etc. and provide an emphasis on what individuals with these types of conditions can do rather than an emphasis on their limitations.

A course on youth treatment models (individual, group, counseling, recreational) and in addition to your care curriculum - a general course on volunteerism - the direction Human Services are heading in.

Techniques of program planning, fund raising, budgeting, grant writing, personnel skills, an overview of existing federal/state/local programs in each specialization area, and social service record keeping. Basic business skills.

Suggestions for the Human Services Curriculum (continued)

Heavy emphasis must be placed on developing graduates who can communicate clearly the written and spoken word.

Add a course in parenting skills for youth services.

I believe firmly that the study of literature is at least as useful to the Human Services professional as the study of psychology - therapists need to be good communicators and one way to learn this skill is to read great writers. I'd recommend a curriculum balanced a bit more towards the liberal arts - and maybe a class called "The Literature of Psychology".

The retarded adult course could be expanded to include the physically handicapped, aged, brain injured, mentally ill, sensory impaired, etc. This would be less limiting in scope. The Residential Care Counselor Program could be expanded to include the vocational counselor. The practical details of service delivery need further exploration; course in the family problem and stress with a disabled child or adult; prospective of the parent's point of view.

Nominations for Advisory Committee for Human Services Program

Name and Title	Organization
Carol Terrill - Administrator	Applewood Manor Convalescent Center
Lynn Pusateri - Administrator	Bloomingdale Pavilion Convalescent and Nursing Center
Lucy Dvorak - Director, Senior Citizen Counseling Program	Elk Grove/Schaumburg Township Mental Health Center
Gregory A. Monaco - Director Youth Guidance	Unknown organization
Harold Bendicsen - Clinical Coordinator Cook County Shelter Care Network	Herrick House
Mrs. Ramona Kukulewicz - In-Service Education Coordinator	Resurrection Nursing Pavilion
David Daskovsky M.S. - Clinical Coordinator	Village of Hoffman Estates Youth Services
Ed Dunkelblau Ph.D - Clinical Supervisor	Village of Hoffman Estates Youth Services
Kathleen Schrock - Director of Children and Prevocational Services	Clearbrook Center

Suggestions for Guest Lecturers for Human Services Program

Name and Title	Organization
R. Du Ree Bryant - Family Therapist	Schaumburg Youth Outreach
Thomas A. Baima - Director Counseling Service and Youth Services	OLW Young Peoples Club
Carol Guisti - Pastoral Programs Coordinator	OLW Young Peoples Club
Dorothy Walter R.N. - and Napropath	Elk Grove Village Community Service
Phyllis Higgins - Contact person Family Life Education Coordinator	Family Services of South Lake County
Lucy Dvorak - Director, Senior Citizen Counseling Program	Elk Grove/Schaumburg Township Mental Health Center
Dr. Pamela Gillet - Executive Director NSSEO	Kirk Corporation
Lester W. Sommers - Executive Director	YMCA
Mitch Brusky - Clinical Director	Bridge Youth Services
Jackie Cohen - Director of Residential Services	Lambs, Inc.
Sandy Schwartz - Director of Vocational Services	Lambs, Inc.
Shirley Steinberg - S.L.A. Coordinator	Lambs, Inc.
Gregory A. Monaco - Director Youth Guidance	Unknown organization
Harold Bendicsen - Clinical Coordinator	Herrick House
Mrs. Elizabeth Brown R.N. - Social Service Coordinator	Resurrection Nursing Pavilion
Gloria Bersoni - Social Service Worker	Resurrection Nursing Pavilion
David Daskovsky M.S. - Clinical Coordinator	Village of Hoffman Estates Youth Services
Ed Dunkelblau Ph.D - Clinical Supervisor	Village of Hoffman Estates Youth Services
Leanne Levchuk M.A. - Community Education Coordinator	Village of Hoffman Estates Youth Services
Kathleen Schrock - Director of Children and Prevocational Services	Clearbrook Center

Suggestions for Seminar or Workshop Topics

Stress and management, marriage and family psychology, and psychology of middle age.

Rehabilitation efforts in the elderly (especially what constitutes meaningful activity to the elderly), day care program organization, introduction to social service designee role, implementation of effective social services in a nursing home, implementation of hospice concept in a nursing home, implementation of hospice concept as an outreach program, brainstorming session as to new and expanded uses for the HSA role in the community, and special training in family - resident relationship groups, especially when a prolonged separation is evident.

Workshops dealing with helping families deal with their feelings about placing parents in group care facilities; also how to help older people in such facilities accept the limitations of others.

Grant writing - 2

Fund raising

Mental health and aging, psycho-social needs of older persons, family in later life, information and referral, creative therapeutic activities, environments and aging, adult day care, depression and the elderly, careers in aging, assessment and case management, protective services and guardianship, sex over 60 - freedom to love, advocacy and aging, nutrition and aging, home care for older adults, religion and aging, drug abuse and the elderly, and grief and growth workshop.

Stress, time management, dealing with parents, and group dynamics.

Working as a team, budgeting, and community needs survey.

Working with the family through the teenager, conflict management in Human Services organization, and current discipline in counseling.

Dealing with the public in an effective manner.

Developing self awareness, management stress, behavior management, models of residential treatment, psychoanalytic psychology.

Stress, burnout, and prioritizing.

Family treatment topics; work with single parent families; blended families; highly transient families.

Motivation; developmentally disabled staff burnout; working with severely handicapped.

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